

ORDINANCE NO. O-2017-__

BE IT ENACTED BY THE QUORUM COURT OF THE COUNTY OF BENTON, STATE OF ARKANSAS, AN ORDINANCE TO BE ENTITLED:

AN ORDINANCE ADOPTING AN AMENDMENT TO THE COUNTY EMPLOYMENT POLICY TO PROVIDE FOR THE TRANSFER OF SICK DAYS BETWEEN EMPLOYEES

NOW THEREFORE, BE IT ENACTED BY THE QUORUM COURT OF THE COUNTY OF BENTON, STATE OF ARKANSAS:

ARTICLE 1: The County Employment Policy currently in effect for Benton County employees is hereby amended to allow for the transfer of sick days between employees, as follows:

An employee may donate accrued sick leave to another specific employee when they will have at least 40 hours of sick time after the donation.

Employees receiving donated sick leave must be on approved leave under the Family Medical Leave Act.

Only full-time employees whose current employment with Benton County has been continuous for more than 1 year are eligible to be donated sick leave. An employee is only eligible to be donated sick leave when all or his/her sick leave, accrued vacation, and accrued comp time is exhausted. Employees are not eligible to receive donated sick leave if they are receiving short-term disability benefits.

Donations of sick leave days are transferred as they are used and thus cannot be reversed. An employee can only be donated a maximum of 480 hours of sick leave during any calendar year.

Transfers of sick leave will be transferred from one employee to another without regard to the employee's relative pay.

Sick leave is a benefit of the County for each employee. Decisions to make donations of sick leave under this policy are solely those of individual employees. No employee shall be penalized for a personal decision to donate or not donate sick leave under this policy.

ARTICLE 2: This ordinance shall be effective retroactively to January 1, 2017.

ARTICLE 3: All ordinances or portions of ordinances in conflict with this ordinance are hereby repealed.

APPROVED:

BARRY MOEHRING, COUNTY JUDGE

DATE SIGNED: _____

ATTEST:

TENA O'BRIEN, COUNTY CLERK

SPONSOR: JP Shirley Sandlin

DATE ADOPTED: _____

Votes for: _____ Against: _____

Abstain: ____ Present: ____ Absent: ____